

Message Text

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ACTION ARA-10

INFO OCT-01 ISO-00 ABF-01 PER-01 FS-01 OPR-02 /016 W

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R 161545Z AUG 76

FM AMEMBASSY CARACAS

TO SECSTATE WASHDC 4392

INFO USIA WASHDC

LIMITED OFFICIAL USE CARACAS 9890

FROM AMBASSADOR

USIA FOR IPT

E.O. 11652: N/A

TAGS: AFSP VE

SUBJECT: REVISED LOCAL COMPENSATION PLAN

REF: A) CARACAS 8005, B) CARACAS 8811, C) STATE 190876

1. EMBASSY TELEGRAMS UNDER REFERENCE WERE NOT AN ATTEMPT TO AVOID COMPLIANCE WITH USG BASIC POLICY. OUR RECOMMENDATIONS WERE PREDICATED ON SPECIAL CIRCUMSTANCES EXISTING IN CARACAS. ESSENTIALLY, WE REQUESTED AN EXCEPTION ON A TEMPORARY BASIS (JUNE 6 TO THE CONCLUSION OF A NEW WAGE SURVEY) FOR AUTHORIZATION TO USE ADJUSTED BASE PAY AS THE BASE FOR COMPUTING BENEFITS AND BONUSES IN ORDER TO ELIMINATE A SOURCE OF WHAT I ASSURE ALL CONCERNED IS CONSIDERABLE TENSION AMONG OUR VENEZUELAN EMPLOYEES AND, INCIDENTALLY, TO COMPLY WITH 3 FAM 930.

2. OUR REQUEST CAN BE REDUCED SIMPLY TO USING THE ADJUSTED BASE PAY FOR CALCULATING OTHER BENEFITS PENDING THE NEXT WAGE SURVEY. TAKE-HOME PAY WILL REMAIN EXACTLY AS RECOMMENDED BY WAGE SPECIALISTS. CSR AND PREMIUM PAY WOULD BE CALCULATED ON THE BASE PAY AS OPPOSED TO ADJUSTED BASE. HOWEVER, WE ARE STRONGLY REITERATING OUR RECOMMENDATION AS PER CARACAS 8005 THAT PREMIUM PAY BE CALCULATED USING THE SAME PERCENTAGES AS UNDER THE FORMER COMPENSATION PLAN. OTHERWISE, WE WOULD BE FACED WITH THE LIMITED OFFICIAL USE

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DISTINCT POSSIBILITY OF NOT BEING ABLE TO USE OUR CHAUFFEURS

ON WEEKENDS AND EVENINGS. IN THIS CONNECTION, WE BELIEVE STRONGLY THAT THE FINDINGS OF THE WAGE CONTRACTORS IN SEEKING COMPARABILITY AMONG PRIVATE COMPANIES WITH REGARD TO CHAUFFEURS IS SIMPLY NOT PERTINENT.

3. THE COST OF MAKING THESE ADJUSTMENTS WOULD BE MINIMAL, ESTIMATED AT \$5,233 FOR PREMIUM PAY AND \$11,000 FOR BONUSES FOR ALL VENEZUELAN EMPLOYEES, SINCE NO RETIREMENTS ARE PRESENTLY FORESEEN, NO EXPENSE WAS CALCULATED. SEVERANCE PAY REMAINS A MOOT POINT ALTHOUGH NO RESIGNATIONS ARE ANTICIPATED. WE DO NOT CONSIDER THAT THESE AMOUNTS WOULD CONSTITUTE A NEEDLESS EXPENSE. IT WOULD BE A CHEAP PRICE TO PAY FOR LABOR PEACE AND A REASONABLE LEVEL OF MORALE AMONG OUR VENEZUELAN EMPLOYEES. I WANT TO EMPHASIZE THAT IT IS NOT SIMPLY RHETORIC WHEN I SAY THAT THIS ISSUE IS A VERY SERIOUS AND TENSE MATTER HERE AT THIS POINT. LABOR PEACE AND MORALE REALLY ARE AT ISSUE. ALL AGENCIES AT POST CONCURRED IN THIS MESSAGE AND IT SHOULD BE READ AS A TOTAL U.S. AGENCY POSITION.

4. I THEREFORE URGENTLY REQUEST THAT THE DEPARTMENT RE-CONSIDER THE DECISION MADE IN REFTTEL C AND RESPOND AFFIRMATIVELY TO OUR RECOMMENDATION.
VAKY

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